

DBHDS Semiannual Report on Employment
Semi Annual Report (June 2022 Data)
October 11, 2022

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Introduction:

The Department of Behavioral Health and Developmental Services (DBHDS or department) recognizes the importance of employment in the lives of individuals with and without disabilities. Both in policy and in practice, the department has undertaken efforts to support individuals with disabilities in having increased access to integrated community-based employment as the first and priority service option. In order to understand the impact of the Employment First Initiative in the Commonwealth, DBHDS has collaborated with the Department for Aging and Rehabilitative Services (DARS) for data gathering and analysis.

This is the fifteenth semiannual employment data gathering effort. A portion of the data for this report was gathered from DARS through a data sharing agreement between DARS and DBHDS; all data for individuals with developmental disabilities receiving long term follow along services through Extended Employment Services (EES) and Long Term Employment Support Services (LTESS) funded through DARS. Additionally, DBHDS identified employment service organizations (ESOs) who had billed for employment related services through the Medicaid Waivers and requested that they complete a survey concerning the waiver recipients with the following primary data elements:

- Unique Identifier,
- Date of Birth,
- Employment Start Date,
- Type of Employment (Individual, Group, Sheltered),
- Current wage per hour,
- Typical hours worked per week, and
- The primary disability (intellectual disability or other developmental disability).

Through extensive efforts of the ESOs, DARS, and the data subcommittee of the Employment First Advisory Group data was returned from all providers. This represents a 100% return rate including waiver providers. The return rate has remained at 100% from the previous reporting period.

Virginia has an active and engaged stakeholder group, the Employment First Advisory Group, which has set the following data target goals:

Target as of 6/30/2015: 25% of individuals with DD either on the waitlist or on the waivers ages 18 to 64 will be employed by June 30, 2020. Specifically this translates to:

- ❖ 25% of (19,843 the total number of individuals with DD ages 18 to 64 on the waivers or the waiver waitlist as of 6/30/2022) would be employed by June 30, 2022, or a total of 4,960 individuals
- Supplemental Targets to be achieved:
 - ❖ 86% of DD Individuals with Case Management services will have discussed employment options at least annually

- ❖ 50% of DD Individuals with Case Management services will have an employment or employment-related goal in their individualized services plan.

Targets for Waiver Funded Supports for Individual & Group Supported Employment:

The chart below reflects the annual targets for Individual Supported Employment (ISE) as well as Group Supported Employment (GSE) under the waiver. This reporting period we added the actuals to make comparison easier.

Data Targets:

Fiscal Year	Total	Actual Total	ISE	Actual ISE	GSE	Actual GSE	% of total
2016	808	890	211	225	597	665	100%
2017	932	826	301	305	631	521	89%
2018	1297	972	566	422	731	550	75%
2019	1211	1078	661	555	550	523	89%
2020*	1486	715	936	480	550	235	48%
2021**	1685	708	1135	469	550	239	42%
2022	1211	764	661	530	550	234	63%
2023	1486		936		550		
2024			1135		550		

*In December we were at 84% of the target for FY 20 and on target to reach our goal, with the onset of COVID-19 in March and the declaration of a state of emergency in Virginia, there were many individuals who took leaves of absences, were furloughed or terminated as business closed or significantly reduced staffing due to the pandemic. **Pandemic impact

Historical Data Target Setting: When the targets for individuals on the waiver were initially set in 2016, Virginia was in the beginning stages of assessing access to employment and the necessary supports to maintain employment. Since then, the Commonwealth has gained a much fuller understanding of the system, and there have been significant changes in the service environment and employment regulations at the federal level. The Employment First Advisory Group reviewed the data now available to the system and developed new targets (indicated in red above) based on that data and the broader system environment. The GSE targets were reduced, as we have seen increasingly fewer individuals access GSE. The ISE targets were adjusted based on the rate of growth observed over the past 2 fiscal years with additional growth predicted. We added an additional fiscal year to bring us closer to overall target for Supported Employment under the waiver to show the Commonwealth’s commitment to Employment First. Additionally, during the third quarter of FY19, the Department set expectations of the CSBs to increase the percentage of waiver recipients receiving employment. This has allowed DBHDS to gain some additional data regarding individuals who are employed and on the waiver but not receiving supported employment services.

Current Data Target Setting: The Employment 1st Advisory group met in April of 2022 and discussed FY 22 – 24 targets due to the impacts of the pandemic the workgroup decided to step back to 2019 targets and track rebounding through the next two years based on the FY 20 and 21 targets.

This report reviews the data in relationship to all of these targets, as well as in relationship to the department’s desire for a cultural shift away from center-based, non-integrated services (both day support and sheltered workshops) to meaningful integrated employment services.

It should be noted that this data is point-in-time data as of 6/30/2022 and is meant to give a semiannual snapshot of the Commonwealth’s employment efforts and the substantiating data. This particular snapshot is impacted by the effects of

COVID-19 which resulted in provider implementing strategies to ensure health and safety of the individuals they support which has understandably had an adverse impact on the numbers of individuals actively working.

This report summarizes data according to Department of Behavioral Health and Developmental Services Regions This is a realignment of CSBs. The Community Services Boards in **red italics** shifted from developmental disability regions back to the uniform mental health and developmental services regions.

DD Western Region

(Charts labeled West)

Harrisonburg- Rockingham	Region 10	<i>Rappahannock Area</i>
Horizon	Rockbridge Area	<i>Rappahannock-Rapidan</i>
<i>Alleghany Highlands</i>	Valley	<i>Northwestern</i>

DD Northern Region

(Charts labeled North)

Alexandria	Loudoun
Arlington Co.	Prince William Co
Fairfax-Falls Church	

DD Southwest Region

(Charts labeled SW)

Mt. Rogers	Dickinson County	New River Valley
Blue Ridge	Goochland- Powhatan	Piedmont
Cumberland Mountain	Highlands	<i>Southside</i>
Danville - Pittsylvania	Planning District 1	

DD Central Region

(Charts Labeled Central)

Chesterfield	Hanover	Richmond BHA
Crossroads	Henrico Area	
District 19		

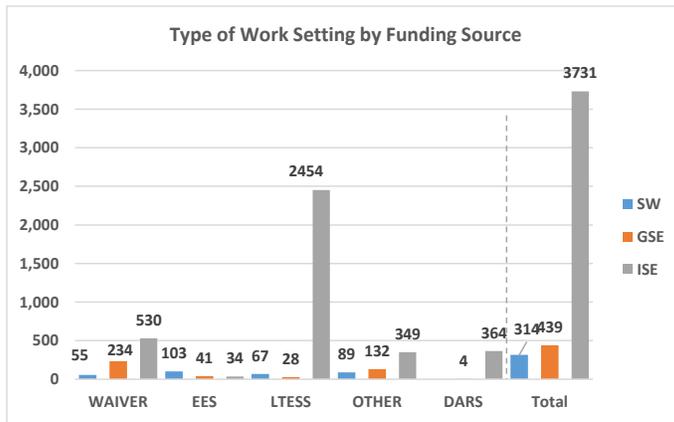
DD Eastern Region

(Charts Labeled East)

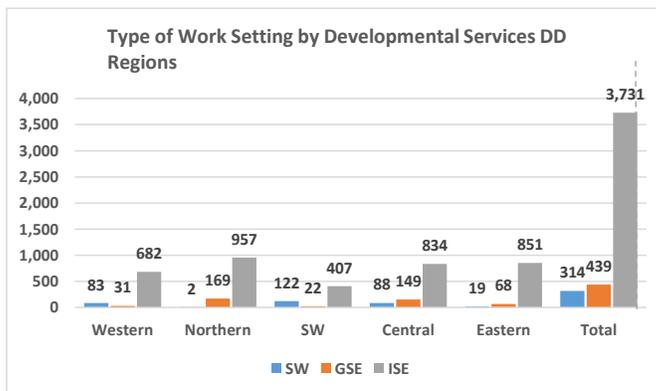
Chesapeake	Middle Peninsula- Northern Neck	Virginia Beach
Colonial BH	Norfolk CSB	Western Tidewater
Eastern Shore	Portsmouth	
Hampton- Newport News		

Statewide Data Analysis

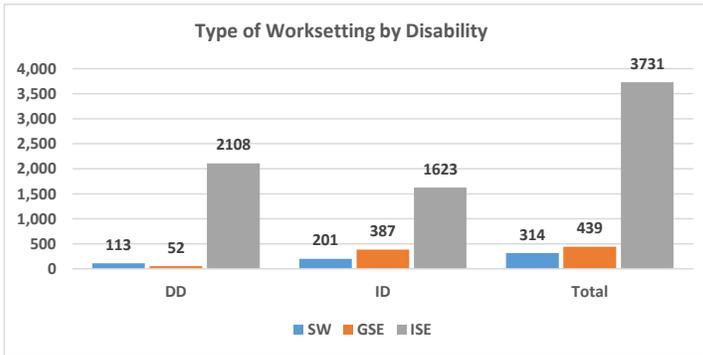
The data below indicates that 3731 (101 more than last reporting period) are in ISE services and 439 (78 less than last reporting period) are in GSE services. Additionally, 314 people (3 more than last reporting period) are receiving services in sheltered workshops. Individuals in sheltered workshops are not counted toward employment targets. Although the Commonwealth is prioritizing integrated employment over sheltered employment, data regarding individuals in sheltered workshops continues to be captured and monitored.*



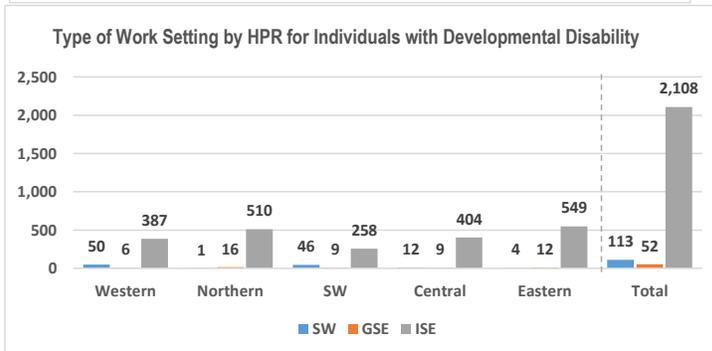
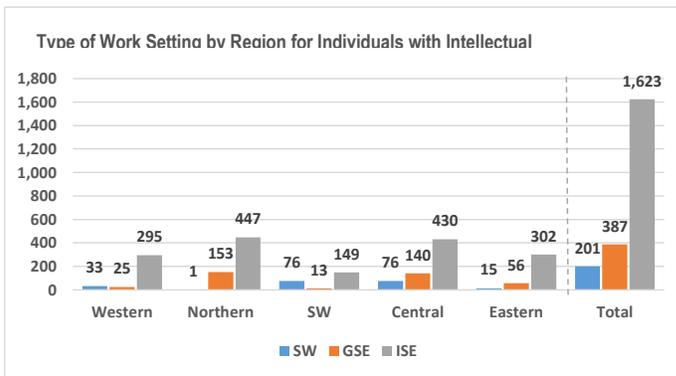
A total of 4,170 people are employed with supports from ISE and GSE, which is a combined increase of 23 people from the previous data reported. It also indicates that of the total number of individuals 18-64 on the waivers and the waiver waitlists, 21% (+1%) of people with DD are employed.



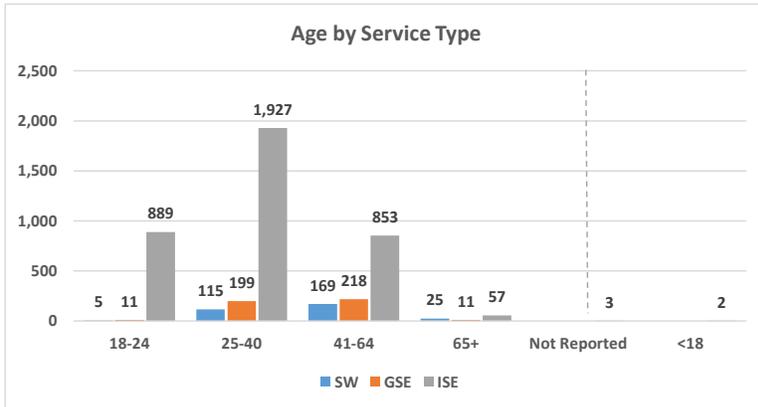
The graph above indicates variations in work settings throughout the five DBHDS Regions are starting to dissipate with the majority of people in all regions accessing individual supported employment.



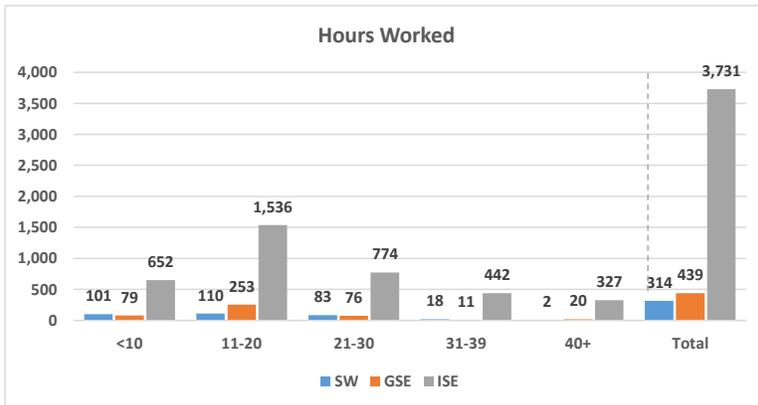
The data in the graph above compares employment settings by disability.



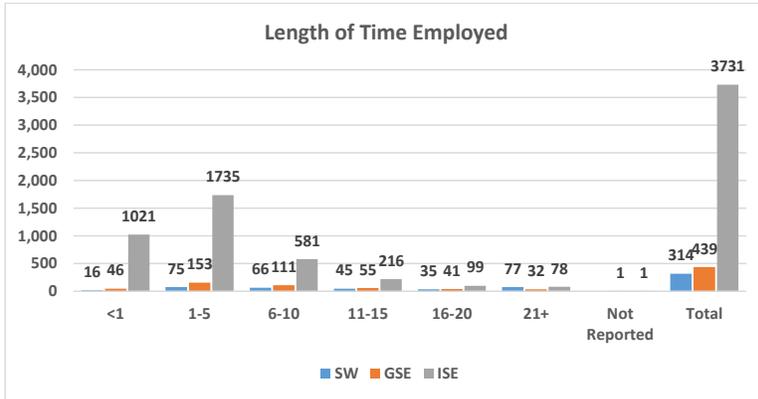
The data was further broken down by regions and disability type to see if any additional patterns emerged. ISE for individuals with DD (developmental disabilities other than an intellectual disability) appears to be more prevalent in relationship to other employment models.



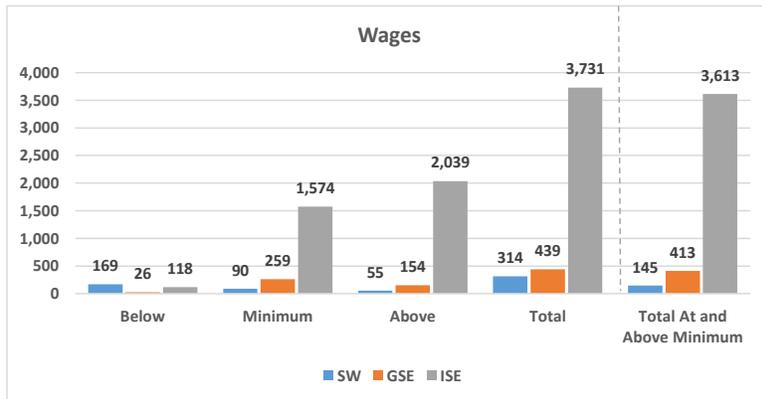
The data above shows the type of employment services individuals receive by age. This graph was added so that the Employment First Advisory Group could monitor transition age youth and employment choices they are making with the initiation of the Workforce Innovation and Opportunity Act.



The above data details hours worked per week by service type.



The data for length of time in years employed in current position has been broken down to better understand the number of years a person is employed and to see where individuals are currently choosing to gain employment. 74% of individuals have been employed for over a year. This aligns with changes as a result of the pandemic due to layoffs and businesses that closed.



Additional detail around wages was also added to gain better understanding of the number of individuals who are earning at or above minimum wage and the number of people earning below minimum wage. Currently there are 144 (3%) people employed who are earning below minimum wage while there are 4,026 (97%) who are earning at or above minimum wage. It should be noted that many individuals were reported with a wage of \$9.50 which was the previous Virginia minimum wage and these may be reported in error with the increase of minimum wage to \$11/hour on January 1, 2022 .

Statewide Distribution of Wages

ID/DD	Lowest hourly wage	Highest hourly wage
Sheltered*	\$0.34	\$20.13
GSE	\$.57	\$20.10
ISE	\$7.36	\$49.50

Tracking Employment First Conversations:

DBHDS has worked to develop new measures as part of the CSB performance contract, which specifically collects data on:

1. discussing employment with individuals receiving case management services, and
2. developing individual employment related and/or readiness goals.

The results of the data collection are presented below for the fiscal year of FY2020 (7/1/21-6/30/2022).

CSB	Annals Completed	Number with Employment Discussion	Percentage with Employment Discussion	Number with Employment Outcomes	Percentage with Employment Outcomes
Alexandria	50	50	100.0%	19	38.0%
Alleghany Highlands	49	49	100.0%	23	46.9%
Arlington	162	162	100.0%	86	53.1%
Blue Ridge	118	113	95.8%	23	19.5%
Chesapeake	174	170	97.7%	37	21.3%
Chesterfield	890	878	98.7%	291	32.7%
Colonial	159	159	100.0%	34	21.4%
Crossroads	199	198	99.5%	20	10.1%
Cumberland Mountain	85	85	100.0%	8	9.4%
Danville-Pittsylvania	200	200	100.0%	44	22.0%
Dickenson	18	18	100.0%	18	100.0%
District 19	279	274	98.2%	48	17.2%
Eastern Shore	53	52	98.1%	30	56.6%
Fairfax-Falls Church	1196	1185	99.1%	326	27.3%
Goochland-Powhatan	56	55	98.2%	28	50.0%
Hampton-Newport News	414	395	95.4%	65	15.7%
Hanover	134	133	99.3%	45	33.6%
Harrisonburg-Rockingham	175	175	100.0%	60	34.3%
Henrico	323	315	97.5%	79	24.5%
Highlands	133	131	98.5%	35	26.3%
Horizon	437	430	98.4%	204	46.7%
Loudoun	284	284	100.0%	105	37.0%
Middle Peninsula-Northern Nec	200	199	99.5%	20	10.0%
Mount Rogers	294	282	95.9%	17	5.8%
New River Valley	229	228	99.6%	74	32.3%
Norfolk	491	451	91.9%	77	15.7%
Northwestern	315	311	98.7%	86	27.3%
Piedmont	126	124	98.4%	25	19.8%
Planning District One	136	135	99.3%	27	19.9%
Portsmouth	34	32	94.1%	4	11.8%
Prince William	533	528	99.1%	164	30.8%
Rappahannock Area	577	575	99.7%	150	26.0%
Rappahannock-Rapidan	247	247	100.0%	67	27.1%
Region Ten	216	215	99.5%	26	12.0%
Richmond	418	416	99.5%	151	36.1%
Rockbridge Area	57	57	100.0%	13	22.8%
Southside	157	157	100.0%	14	8.9%
Valley	250	244	97.6%	50	20.0%
Virginia Beach	480	477	99.4%	114	23.8%
Western Tidewater	274	270	98.5%	35	12.8%

There were a total of 10,623 adults (age 18-64) whose case managers conducted annual ISP meetings or updates during the fiscal year. Of these 10,623 individuals, a total of 10,460 individuals had their case managers discuss integrated, community-based employment with them during their annual ISP meetings. This results in a statewide average of 98.5% of individuals having a discussion of integrated employment when their ISP was reviewed. This is consistent with the previous reporting period.

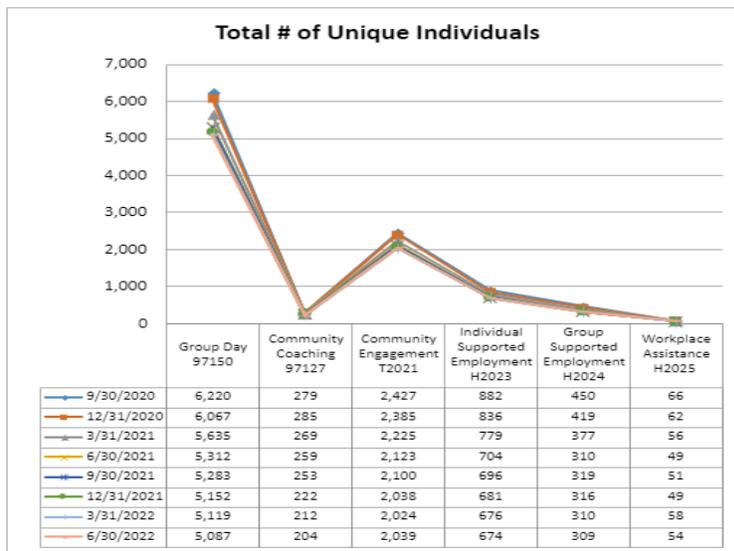
A total of 2,742 of the 10,623 individuals have employment or employment-related goals in their ISP. This results in a statewide average of 25.8% of individuals who had an annual ISP review in this reporting period who have an employment or an employment-related goal in their ISP. This is a consistent previous reporting period.

New Authorizations- Services in 60 days

There are 93 individuals with new employment authorizations between 1/1/2022 and 6/30/2022.
 38 Individuals authorizations were prior to the 60 day period ending (authorized from 5/5/2022-6/30/2022).
 73 people billed services within 60 days of the start date of the authorization.
 47 people of 55 people started services as evidenced by billing claims within 60 days.
 And additional 26 of the 38 who had not gotten to 60 days also started services as evidenced by billing claims prior to the 60 day mark.
 This is 85% of people starting employment services in 60 days.

Billing and Service Authorization Data:

Below is a table from the new waiver management system that indicates service authorization numbers for GSE and ISE.



Summary:

The fourteenth semiannual data reporting period had a 100% response rate from providers. DBHDS is grateful to the Employment Service Organizations, DARS, and the Employment First Advisory Group Data Subcommittee for the work that they completed to make this report possible.

Additionally, the data subcommittee has been working on trending the data received over the periods of 100% ESO participation.

Recommendations:

1. Contact providers for individuals who did not initiate services within 60 days to determine if services were delayed and if they were why.
2. Follow up on providers utilizing “waiver funding” for sheltered work to determine if they are truly billing sheltered work under the waiver.
3. Look at how DBHDS can incorporate ticket to work and ability one data.
4. Explore incorporation of Source America data to provide more complete data.
5. Discuss other populations with disabilities that are currently not being reported on such as hearing impairment, spinal cord injury- do we want to incorporate, is this our role?
6. Schedule separate meeting about what we want these data reports to include. What do we as a committee want to include in our data reports, with other disabilities not currently reporting. What is the story we want to tell; do we need additional data to supplement this? Looking at effort verses benefits when collecting data.
7. Follow up with providers who reported minimum wage for ISE that is below the current state minimum wage.

Commented [A1]: Provide a summary update of what has occurred with these recommendations